

MUCH HADHAM PARISH COUNCIL BULLYING AND HARASSMENT POLICY

Civility and respect should be at the heart of public life and good governance is fundamental to ensuring an effective and well-functioning democracy at all levels. Any intimidation, abuse, bullying and harassment of Councillors, professional officers and staff, in person or online, is totally unacceptable whether that is by Councillors, professional officers, staff or members of the public.

We are committed to working together to promote civility and respect in public life, good governance, positive debate and supporting the well-being of Councillors, professional officers and staff.

We treat everyone with courtesy and respect and ask for the same in return. We ask that you treat your Councillors and council staff courteously without violence, abuse or harassment.

Councillors and council staff have the right to carry out their civic duties and work without fear of being attacked or abused. Any behaviour, whether that be verbal, physical or in writing, which causes Councillors or council staff to feel uncomfortable, embarrassed, or threatened, is totally unacceptable.

The zero tolerance policy includes abuse, aggression or threats made in person, over the telephone or in written communication, including on social media.

The Council considers threatening behaviour to be:

- attempted or actual aggressive or physical actions made towards any Councillor or member of staff; and
- the use of aggressive or abusive language, (including raising of the voice, swearing, shouting or in writing) which threatens or intimidates Councillors or Council staff.

This policy applies throughout all Council meetings and it also applies away from Council meetings.

Meeting adopted

7 December 2021



STOP BULLYING



IN COLLABORATION WITH SLCC, NALC, OVW, COUNTY ASSOCIATIONS